

Advanced Management Program

AGE OF WORKFORCE PRODUCTIVITY

Brad Bryant
Leneta Moore
Linda Sell
Andrew Wickard
Greg Zielinski

AMP



Tench Francis
School of
Business

Agenda

- ◆ Environment
- ◆ Challenge
- ◆ Proposal
 - Alignment
 - Evaluation
 - Consequences
- ◆ Call to Action



Environment

- ◆ Status Quo
- ◆ Rapid Changing Mission Reqmts
- ◆ Transformation
- ◆ GAO/OMB/OPM Studies
- ◆ FY04 Defense Appropriations Bill

The Way Ahead...



Challenge

Implement Changes to Produce a
more Productive & Flexible
Workforce



Aug 2001...Pres Bush
Declares Human Capital
Management a Priority

Create a Culture of Productivity

Proposal #1...Alignment

- ♦ Align Performance to Strategic Goals





NAVAL SUPPLY SYSTEMS COMMAND

Acquisition Support (AS)

Tier I	Tier II	Tier III
Y Customer Satisfaction (25%) Score: 1.67	Y Programmed Funding vs Requirement (100%)	Y APN6 (33.34%) R OPN8 (33.33%) Y WPN6 (33.33%)
	Customer Survey Feedback	
G System Introduction and Modernization Support (25%) Score: 2.95	G Range & Depth to Spares on Delivery (50%)	
	G 0 Cog BBs and Age (50%)	G Aviation (95%) R Ships (5%)
G System Sustainment and Operation (25%) Score: 2.65	G Readiness (25%)	G Cannibalizations (20%) Y NMCS (40%) G CASREP MRRT (40%) Y First Pass Effectiveness (33.34%) G ACWT (33.33%) Y Backorders/Backorder Age (33.33%)
	Y Supply System Performance (25%)	
	G Retail Inventory (25%)	G AVCAL Range/Depth (33.34%) G COSAL Performance (Gross Effectiveness) (33.33%) Y Number of Cross Decks (33.33%)
	G Performance Based Logistics (25%)	G Performance to Contract (50%) G \$ of Obs on PBLs (50%)
	G Decommission Plan Stability (100%)	G Ships (50%) G Aviation (50%)

Business

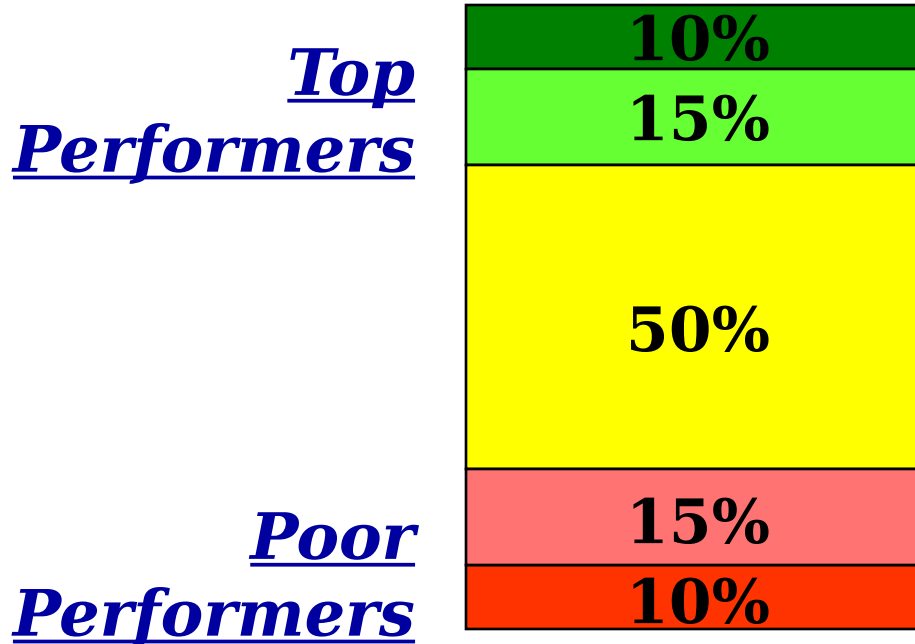
Proposal #1...Alignment

- ♦ Align Performance to Strategic Goals



Proposal #2...Evaluation

- ◆ Competitive Employee Evaluation
 - GE as a Model...Breakout by Performance



AMP

Proposal // S.M. Consequence

9

- ◆ Reward Top Performers
 - Promotion
 - Training
 - Awards...Monetary and/or Recognition
 - Salary Commensurate w/ Performance
- ◆ Remediation of Poor Performers
 - Improvement Plan
 - Expedient Termination

Call to Action

- ◆ Stimulate a Culture of Productivity
 - Align Performance to Goals
 - Evaluate Performance Competitively
 - Consequences to Behavior
- ◆ Increased Employee Productivity
Directly Impacts Sea Enterprise

Creating a Focused & Efficient Workforce